

Connecticut General Assembly Permanent Commission on the Status of Women

PCSW



FY 2003/04 Annual Report
to the
Governor
and the
General Assembly

The Permanent Commission on the Status of Women (PCSW) was created in 1973 by an act of the Connecticut State Legislature. Under Sections 46a-1 through 46a-6 of the Connecticut General Statutes, a seventeen member Commission, staff, and volunteers work to eliminate sex discrimination in Connecticut.

Five Commission members are appointed by the Governor, four are appointed by the Speaker of the House, and four are appointed by the President Pro Tempore of the Senate. These members are unpaid and serve five-year terms. Co-Chairs and ranking minority members of the Judiciary committee also serve on the Commission.

As required by statute, the PCSW studies all matters concerning women; informs the leaders of business, education, and government about the nature and scope of sex discrimination; serves as a liaison between government and private interest groups concerned with services for women; promotes consideration of qualified women to all levels of government positions; and works with state agencies to assess programs and practices as they affect women (C.G.S. 46a-4).

appointed commissioners

Tanya Meck, Chair, was appointed to the Commission in 1998 by Senate President Pro Tempore Kevin Sullivan and reappointed in 2002. **Susan O. Storey, Vice Chair**, was appointed to the Commission in 2000 by Governor John G. Rowland. **Robin L. Sheppard, Secretary**, was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan. **Anne Dailey, Treasurer**, was appointed to the Commission in 1999 by Governor John G. Rowland. **Marcia A. Cavanaugh** was appointed to the Commission in 1998 by Governor John G. Rowland and reappointed by Governor M. Jodi Rell in 2004. **Barbara DeBaptiste** was first appointed to the Commission in 1995 by the President Pro Tempore of the Senate M. Adela Eads and reappointed to the PCSW in July 2000 by Speaker of the House Moira K. Lyons. **Adrienne Farrar Houel** was appointed to the Commission in 2003 by Speaker of the House Moira K. Lyons. **Sandra Hassan** was appointed to the Commission in 2003 by Governor John G. Rowland. **Patricia T. Hendel** was appointed to the Commission by Governor William A. O'Neill in 1986, reappointed in 1991 by Governor Lowell P. Weicker, Jr. and reappointed again in 1996 by Speaker of the House Thomas D. Ritter. **Jean Rexford** was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan. **Cindy R. Slane** was appointed to the Commission in 1996 by Governor John G. Rowland and reappointed in 2000. **Carrie Gallagher Sussman** was appointed to the Commission in 2003 by Speaker of the House Moira Lyons. **Patricia E. M. Whitcombe** was appointed in 2001 by Senate President Pro Tempore Kevin Sullivan.

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This Annual Report was published by PCSW Public Information Officer,
Barbara Potopowitz, with information and data provided by the entire PCSW staff.

commission officers

Tanya Meck serves as Commission Chair and previously served as the Vice Chair and Secretary. She is the founder and owner of MB Associates, LLC, a non-profit and political fundraising firm. Prior to establishing her consulting business, Ms. Meck served as the Assistant Secretary of the State and Chief of Staff for Secretary of the State of Connecticut Susan Bysiewicz. From 1996-1998 she was the Director of Development for the Connecticut Women's Education and Legal Fund (CWEALF).

Ms. Meck is a Phi Beta Kappa and Summa Cum Laude graduate of Drew University in Madison, New Jersey where she majored in Behavioral Science and was an All-American athlete. After graduation, Ms. Meck attended Trinity College in Hartford, Connecticut on a graduate fellow scholarship. While attending Trinity she earned her Master's Degree in Public Policy Studies and coached field hockey and women's lacrosse.

Ms. Meck is currently the Chairperson of the West Hartford Planning and Zoning Commission, a member of the West Hartford Democratic Town Committee, and an on-air fundraiser for Connecticut Public Television.

Susan O. Storey serves as Vice Chair. Ms. Storey graduated with honors from Mount Holyoke College and received her Juris Doctorate from the University of Connecticut School of Law. In 1984, she joined the Connecticut Division of Public Defender Services as the supervisory attorney for the Hartford Juvenile Defender Office after serving as a staff attorney at the Legal Aid Society of Hartford. She subsequently practiced as a trial attorney at the Hartford and Middlesex Judicial Districts and in the statewide Capital Defense Unit. She was appointed Deputy Chief Public Defender in 1994. She is a member of the Connecticut Bar Association, the American Council of Chief Defenders, the National Association of Criminal Defense Lawyers, the Connecticut Criminal Defense Lawyers Association, and the Connecticut Bar Foundation-James Cooper Fellows.



Susan O. Storey (left) and Tanya Meck



Robin L. Sheppard serves as Secretary. Ms. Sheppard is beginning her 31st year at Trinity College where she is a tenured Professor of Physical Education. After serving as the Head Field Hockey

and Lacrosse Coach for 25 years, Ms. Sheppard retired from coaching following the 1998-99 academic year to assume full-time duties as the Associate Athletic Director and senior woman administrator in the athletic department. She also serves as the athletic liaison with the Office of Student Services and this year was appointed Assistant Director to the First Year Program where she will continue to teach an annual First Year Seminar and serve as an academic advisor to first year and sophomore students. Ms. Sheppard has been inducted into the Connecticut Field Hockey Hall of Fame, the National Field Hockey Coaches Association Hall of Fame, and the All Sports Museum of Southern New Jersey. Athletic Management Magazine honored her as an administrator in 1998 and the Institute for International Sport in Rhode Island named her an International Sports Fellow in 2001. Ms. Sheppard is a member of the National Association of Collegiate Women Athletic Administrators and is the Chair of the NCAA Field Hockey Committee.



Anne Dailey serves as Treasurer and on the Public Information/Talent Bank Committee. After graduating from Yale University and Harvard Law School, Professor Dailey clerked for Judge Jose A. Cabranes of the United States District Court for the District of Connecticut. She has taught at the University of Connecticut School of Law since 1990. In addition to teaching courses on family law, constitutional law and women and the law, Professor Dailey's current research focuses on the relevance of psychology to legal doctrine and theory. Professor Dailey's published work has appeared in the *Virginia Law Review*, the *Duke Law Journal* and the *University of Pennsylvania Law Review*.

commissioners

Marcia A. Cavanaugh serves as Chair of the Special Projects Committee and is Treasurer of the



Foundation for Connecticut Women. An alumna of Bay Path College and the Williams College School of Banking, she is a First Vice President of NewAlliance Bank in New Haven. She is a member of the Development Committee of Gaylord Hospital and Chair of its Planned Giving Committee. She is a member of the Quinnipiack Club and a Governor of the Club. Mrs. Cavanaugh is a past President of the New Haven Kiwanis Club, a Director of Perpetuity of the New Haven Colony Historical Society, past President and Executive Director of the Connecticut Estate & Tax Planning Council, as well as a member of the Advisory Board of the Women's Seamen's Friend Society of Connecticut, Inc.

Barbara DeBaptiste, a former Chair of the Commission,



serves as Chair of the Public Information/Talent Bank Committee, and Chair of the Advisory Council in the 5th Congressional

District for the PCSW. Ms. DeBaptiste is an at-large board member of the National Association of Commissions for Women (NACW) and the CT Federation of Business and Professional Women. She is a Trustee for the Long Wharf Theater, a Corporator of the Klingberg Family Centers and a founding member and Honorary Chairperson of Covenant to Care, Inc. She is a past National President of the National Coalition of 100 Black Women and is a founder, as well as the State President, of the coalition's Connecticut Chapter. She is a Director of the National Black United Fund and Chair of its Annual Appeal. Ms. DeBaptiste is on the Board of Directors of the Women's Campaign school at Yale University and chairs its Nominating Committee. She is also a member of the Board of Directors of the National Women's Hall of Fame and chairs its Nominating Committee. She was the first African American to serve as moderator for the Connecticut Conference of the United Church of Christ and has served as the Assistant District Governor for District 7980 Rotary International. She is also a member of the Nominating Committee for CT Trails Girl Scout Council, the Entrepreneurial Center Advisory Board and the Hartford College for Women, the Advisory Committee on African American Issues of

Communities of Color, and the Community Foundation for Greater New Haven.

Sandra Hassan serves on the Public Information/Talent Bank Committee. Ms. Hassan holds an MSW from the UConn School of Social Work and was employed by the

Department of Children and Families as a social work supervisor until June 2003. Currently, Ms. Hassan is a social work supervisor with the Hogar Crea drug treatment



program for women in Hartford. She was appointed to the Commission on Child Support Regulations by Governor John G. Rowland in September 2003. In addition, she has done freelance writing for magazines.

Adrienne Farrar Houël serves on the Public Information/Talent Bank Committee. Ms. Houël is a Partner in the Sable Group Inc., a Connecticut-based consulting firm, heading the Public Service/Not-for-Profit Sector practice. In addition, she is Director of Research and Development for Action for Bridgeport Community



Development, Inc., the 40-year old, greater Bridgeport region's anti-poverty agency serving more than 30,000 clients. Also, with seed money from the Sable Group, Ms. Farrar Houël formed the Fairfield County Housing Partnership, Inc., a not-for-profit corporation that builds affordable housing in partnership with social service agencies. She is Executive Director of this corporation. Ms. Farrar Houël serves as Acting-Chair of the Board of Managers of Grow Bridgeport Fund, and on the Boards of Directors of the Eastern Fairfield County United Way, the Bridgeport Economic Development Corporation, the Bridgeport Chamber of Commerce, and the Greater Bridgeport Area Council of Churches. She serves on the Nominating Committee of the Connecticut Trails Council of Girl Scouts and on the Board of Trustees of the Connecticut Trust for Historical Preservation. A 1973 graduate of Harvard Business School, Ms. Farrar Houël worked in the areas of real estate development and marketing while living in France, Russia and Ireland for 28 years before returning to the United States and her native Connecticut in 2001.



Patricia T. Hendel a former Chair of the PCSW, serves on the Special Projects

Committee. A resident of New London, she is a former State Representative from the 40th District (New London and Groton). Ms. Hendel was President of the National Association of Commissions for Women, a nonpartisan organization composed of state, regional, county and local commissions in the United States, Puerto Rico and the Virgin Islands. Ms. Hendel has served on the Steering Committee of the National Council of Women's Organizations, an umbrella organization of over 130 national women's organizations. Previously, she was Executive Director of H.O.P.E. Inc., an organization devoted to providing affordable housing to low and moderate-income persons. Ms. Hendel holds a Bachelor's degree from Barnard College and a Masters degree from Connecticut College in economics, with an emphasis on public finance. Ms. Hendel's activities include the Women and Girls Fund of Southeastern Connecticut, the League of Women Voters, and the Connecticut Early Music Society.

Jean Rexford serves on the PCSW Legislative Committee. Currently, Jean is the Executive Director of Connecticut Patients' Rights and works for other not-for-profits as a consultant. She is also Program Chair of the CT Health Foundation and a member of the Democracy Works board as well as the Planned Parenthood Public Policy Fund and Treasurer of Impact.



Carrie Gallagher Sussman serves on the Public Information/Talent Bank Committee. She is Program Director of Keep America Beautiful, Inc., a national nonprofit organization headquartered in Stamford. In this position she utilizes both her successful corporate and entrepreneurial business experience and her background in nonprofit organization management and program development. Ms. Sussman is a Vice President of the Virginia Gildersleeve International Fund Board of Directors and is Convener of its Project Grants Committee. Additionally, Ms. Sussman is a member of the national International Issues Committee of the American Association of University Women and has served as the AAUW CT State President, and as the national



Program Vice President. Ms. Sussman received her baccalaureate degree in Speech and Education from the State University of NY at Brockport.

Cindy R. Slane was appointed to the Commission to fill one of the two Commission seats that, by statute, must be held by law professors. She



previously chaired the Commission (from 2000 – 2002), and served one term as PCSW's Treasurer and two terms as Commission Vice Chair and Legislative Committee Chair. A former high school humanities teacher, Professor Slane is a graduate of Douglass College and Yale Law School. She was a member of the trial department at Day, Berry & Howard before joining the faculty at Quinnipiac College School of Law, where she is now an Assistant Professor of Clinical Law and Director of Field Placement Programs. She is admitted to practice in the State of Connecticut and the State of New York, and before the United States Supreme Court. Professor Slane is a James W. Cooper Fellow of the Connecticut Bar Association, and is a member of the Connecticut Bar Association, the American Bar Association, the Clinical Legal Education Association, and the Federal Bar Council. She serves on the Connecticut Bar Association's

Committee on Professional Ethics and the State of Connecticut's Legal Internship Committee.

Patricia E. M. Whitcombe serves on the Special Projects Committee. Ms. Whitcombe is a practicing obstetrician/gynecologist at Women's Health Associates, P.C. and a founder of the Connecticut Childbirth and Women's Center, the state's only midwifery-run, freestanding birthing center. She received her M.D. from the University of Connecticut School of Medicine and earned her Bachelor of Sciences at Yale College. Dr. Whitcombe was born in Havana, Cuba and grew up in San Juan, Puerto Rico. She has been involved with community organizations including the Girl Scout Council of Southwestern Connecticut, the Latino Scholarship Fund and the American Cancer Society. Her professional affiliations include the American Medical Association, the American College of Obstetricians and Gynecologists and the American Medical Women's Association. Dr. Whitcombe has been named several times to the "Best Doctors of America, Northeast Region."



Senator Andrew J. McDonald, Democrat, 27th Senate District, was elected to the State Senate in November 2002. Sen. McDonald is Chair of the Judiciary Committee, Vice Chair of the Energy and Technology Committee, and a member of the Education and Regulations Review Committees.

Senator John A. Kissel, Republican, 7th Senate District, is serving his sixth term as Senator and is Senate Ranking Member of the Judiciary Committee, the Human Services Committee, and the Select Committee on Aging.

Representative Michael P. Lawlor, Democrat, 99th House District, is serving his ninth term as a member of the House of Representatives. Rep. Lawlor is House Chair of the Judiciary Committee, a member of the Government Administration and Elections Committee, and the Program Review and Investigations Committee.

Representative Robert Farr, Republican, 19th House District, was elected to the House of Representatives in 1981. Rep. Farr is the Ranking Member of the Judiciary Committee, and member of the Appropriations Committee.

report of the chair .. Tanya Meck

Today, I got ready for work and took the kids to day care.

Actually, it wasn't quite that simple. Sleep-deprived and fighting a cold, I had to dress a screaming toddler on the move, try multiple breakfast variations for my three year old and make sure that the house was clean, since it's on the market and we are getting ready to move.

Here's how the rest of the day went: Later in the morning, while on a conference call, I pick up my toddler from day care for a pediatrician appointment. I stop by the ATM to take out money for my co-pay, which has doubled in the last year.

At the doctor's office, I tell the pediatrician that I suspect pink eye and an ear infection. I am right on both accounts. She congratulates me for getting the flu shot for my daughter at her last visit, but can't guarantee that the necessary second dose will be available. She also informs me that my three year old is not eligible. Not enough vaccine to go around.

After the appointment, and with my phone still at my ear, I drive to the pharmacy for eye drops. The computers are down, and they are out of the medication anyway. So, I drive to another pharmacy where I convince them to fill the prescription immediately. This is vitally necessary, I explain, because my daughter cannot return to day care for 24 hours after starting the medication, and I can't afford to miss another entire day of work.

Then, back at home, with daughter medicated and napping, I finally sit down to check my email and struggle with some tax forms for the limited liability company I formed a few months ago.

And it occurs to me that I am fortunate.

I have reliable and quality childcare. I have to pay a lot for it, twice my monthly mortgage payment, in fact. But I have it just the same. I take a moment to think of all the families that are struggling to make ends meet, of families who can't find quality or affordable care for their children. I think about the women who are pushed off state assistance and told to find a job, but can't afford to have someone take care of their children while they work.

I think about the women who, when their children are sick, have nowhere to go but the emergency room. Or the families without prescription coverage. Or, those that have coverage but have to choose between making their co-pay and putting food on their tables.

I realize that although I am struggling to start my own business, I am lucky that I have a job that is challenging and rewarding. I am lucky that my husband's job offers health insurance for our family.

PCSW works on these issues, and many more, every day. PCSW's work on child care and health care, their advocacy on behalf of small and women-owned businesses and their commitment to helping women balance work and family responsibilities have all touched my life in the span of a few short hours.

Since 1973, PCSW has been making a difference for all the women in our state. This past year has been no exception. For example, after several public hearings on the issue, PCSW worked to establish a *Career Ladder* Advisory Committee for workers in the early care and education, health



care and information technology fields. The Committee will recommend programs that help low-wage workers receive additional training and higher pay. Not only will this be good for the workers, but it will also reduce turnover and benefit children, patients and employers. PCSW also worked to restore funding for childcare subsidies for working families who can't afford quality care for their children.

Working with the Connecticut Women's Health Campaign, PCSW successfully advocated for proposals for women and girls' health and wellness including the restoration of some Medicaid and SAGA cuts, and requiring insurance coverage of wigs for patients in chemotherapy.

Because the majority of small business are women owned and operated, PCSW worked to redefine "small business" to enhance opportunities for "micro business" by defining the unique needs of these businesses and finding solutions that take into consideration their size and revenue. This effort was not successful this year, but PCSW will continue to work with women business owners.

In a year overshadowed by massive budget cuts and national uncertainty, PCSW delivered on its commitment to be the leading public policy advocate for women and girls in Connecticut, delivering real legislative victories that make a difference in our lives, each and every day.

In the next session, we'll work to expand these victories, supporting proposals to provide opportunities for families to balance work and family responsibilities, to restore funding to programs that offer job training for women, to expand access to health care insurance coverage, to protect health insurance coverage for divorced women, and to protect cash assistance and "safety net" services for those in need.

PCSW will continue to be the clear and thoughtful voice for women at our State Capitol in the next year and the years to come. I am proud to be part of this dynamic agency that is making a difference in women's lives and I look forward to the challenges and victories that are ahead.

Tanya Meck

*Senate President Pro Tempore Kevin Sullivan
presents citation to Tanya Meck as she completes a two-year
term as chair of the PCSW.*



report of the executive director .. leslie gabel-brett

Dear Friends:

This past year, state agencies, including the Permanent Commission on the Status of Women (PCSW), were asked once again to reduce spending in the face of a weak state economic recovery. The good news is that, by the end of the fiscal year, state revenues had increased and the state had a budget surplus for the first time in several years. However, the PCSW was not able to fill two staff vacancies and we therefore conducted our work throughout the year with 25% less staff. Thanks are due to all those – staff members, commissioners, student interns and colleagues – who worked so hard to maintain our programs and services.

This was a year in which we worked to implement initiatives that had been legislated the year before. For example, our Public Information Officer, Barbara Potopowitz, collaborated with the Commission on Human Rights and Opportunities to develop a curriculum and provide ten hours of training to state affirmative action officers and other designated employees pursuant to P.A. 03-151. I had the privilege of Co-Chairing the Career Ladders Advisory Committee with the Director of the Office for Workforce Competitiveness, pursuant to P.A. 03-142.



We continued to play a significant role in monitoring and assisting the Connecticut Department of Correction in its efforts to prevent and reduce sexual harassment. As required by the Stipulated Agreement signed as partial settlement of a federal lawsuit, the PCSW received funds from DOC to hire a Sexual Harassment Consultant. We were very fortunate to be able to hire former state Superior Court Judge Beverly Hodgson. She reviews all sexual harassment investigations conducted by the DOC and provides advice and assistance with respect to all policies and practices that relate to sexual harassment and the conditions that support equitable treatment of DOC employees.

The PCSW also helped to launch new initiatives. Led by State Representative Andrea Stillman, we convened and staffed a Legislative Study Committee on Trafficking in Women and Children. The Study Committee, which included representatives from law enforcement agencies, victim service providers, advocates for immigrants and refugees, and other relevant state agencies, invited experts to speak to the Committee and conducted research. The Committee recommended legislation to create an Interagency Task Force on Trafficking in Persons, and such a bill was enacted (S.A. 04-8). The PCSW has a seat on the resulting Task Force and continues to provide staff support to it.

We were proud to work with legislative leaders and many colleagues to restore certain protections for very low-income parents and children covered under our health care safety program, HUSKY A (Medicaid). Some, but not all, of the funding was also restored to Care4Kids, the state's childcare subsidy program. A number of health care related bills were passed that had been identified by the PCSW and the Connecticut Women's Health Campaign as priorities, including a bill to require insurers to cover the costs of wigs for patients receiving chemotherapy; a medical malpractice

reform bill (subsequently vetoed by the Governor); and a bill to improve the MEHIP health insurance program that will soon be available to small businesses.

As you will see in the sections of this Annual Report, the PCSW also continues many of the programs and projects that create opportunities for women and girls to be heard, to grow and to prosper in our state. These include our Talent Bank, Connecticut Women's Agenda, Connecticut Women's Health Campaign, Women's Economic Development Initiative, Making Women Visible Day and Take Our Daughters and Sons to Work Day. We also continued to meet leaders and colleagues around the state through our five Congressional District Advisory Committees. And we offered training and opportunities to women through the Nontraditional Employment for Women program, funded by the Connecticut Department of Labor and the Capital Workforce Partners.

When the voices of women and girls are heard, we make decisions and policies that are more balanced and filled with opportunities for all. When women and girls fully participate at all levels in our society and become leaders, our state is stronger. The PCSW is proud to work with leaders and friends throughout the state to advance these goals.

Leslie Gabel-Brett

fiscal year 2003/2004 annual report to the governor and the general assembly

addressing sexual harassment against employees of the connecticut department of correction

Background:

In the prior fiscal year, female employees of the Connecticut Department of Correction (DOC) brought charges of sexual harassment to the attention of state legislators and advocacy groups. At the request of all the parties, including the complainants, legislators and the DOC, the PCSW played an active role in defining the problem and seeking solutions.

Several employees brought a federal lawsuit against the DOC. The PCSW was asked to participate in negotiations leading to a Stipulated Agreement that was signed in April 2003 in partial settlement of the case. The Stipulated Agreement assigned certain duties and responsibilities to the PCSW for the duration of the four-year agreement.

FY 2003-2004 Activities:

Pursuant to the Stipulated Agreement:

- The PCSW hired and supervises a Sexual Harassment Consultant. Funds for the Consultant are transferred from the DOC to the PCSW. The Consultant has the authority to review all investigations and dispositions of cases pertaining to sexual harassment or retaliation for harassment, and also to review and make recommendations regarding DOC policies or practices in order to reduce the incidence of sexual harassment and retaliation. The PCSW was very pleased to hire former Superior Court Judge Beverly Hodgson to serve as the Sexual Harassment Consultant.
- The PCSW serves as the Co-Chair of a Sexual Harassment Working Group that is charged with reviewing policies and practices and making recommendations to the Commissioner of the DOC. During FY '03-'04, the Working Group conducted a thorough review and revision of DOC Administrative Directive 2.2 regarding the prohibition against, and investigation and punishment of, sexual harassment and retaliation. DOC Commissioner Theresa Lantz accepted the recommendations of the Working Group and issued a revised Directive.



- The PCSW assists the DOC in developing and improving internal training programs to prevent or reduce sexual harassment and retaliation. The Stipulated Agreement required the DOC to hire an outside consultant to provide training and curriculum development. The PCSW and others participated in a selection committee that did not recommend a vendor to be hired. Since then, the parties have amended the Stipulated Agreement with respect to hiring an outside consultant, and a new selection process will be undertaken. During FY '03-'04, the PCSW worked closely with the DOC Training Academy personnel to monitor and strengthen training programs.

*(l-r) Federal Court Magistrate Holly Fitzsimmons,
Department of Correction Commissioner Theresa Lantz
and PCSW Executive Director Leslie J. Brett at the
signing of the federal Stipulated Agreement.*

Connecticut Women's Agenda (CWA)

The Connecticut Women's Agenda is an open forum for representatives of organizations to share information about issues affecting the status of women and their families in Connecticut. Hosted by the Permanent Commission on the Status of Women, these meetings have included discussions of health care and welfare policies, violence against women, employment discrimination, economic development, criminal justice and family law.

In response to changing needs and interests of the group, CWA changed its format and now holds meetings in the afternoon and the evenings. CWA held two afternoon Legislator Roundtables at the Legislative Office Building and invited legislators to meet with the public to discuss legislative issues regarding Poverty and Access to Healthcare, Paid Family and Medical Leave, and Career Ladders. CWA was especially thankful to the following legislators who came to share their knowledge and expertise: Senator Mary Ann Handley, Senator Edith Prague, Representative Sonya "Sonny" Googins, Representative Nancy Kerensky, and Representative Lenny Winkler. CWA also held two evening Leadership Roundtables. CWA invited presidents and directors of organizations who have demonstrated leadership on public policy issues of importance to women in the State of Connecticut to meet to discuss issues and network.

On February 24, 2004 the Connecticut Women's Agenda, the Connecticut Women's Health Campaign, the Connecticut Chapter of the National Association for Women Business Owners, and the PCSW held the 10th annual Making Women Visible Day at the Capitol. The day included a morning press conference with remarks from Tanya Meck, Chairperson of the PCSW; Secretary of the State Susan Bysiewicz; Treasurer Denise Nappier; Comptroller Nancy Wyman; Attorney General Richard Blumenthal; Senate President Pro Tempore Kevin Sullivan;



CT Attorney General Richard Blumenthal (top), Treasurer Denise Nappier (top-right), Comptroller Nancy Wyman (bottom-left), Secretary of the State Susan Bysiewicz (bottom middle) and State Senator Judith Freedman (bottom-right) attend Making Women Visible Day Press Conference.



Speaker of the House Moira K. Lyons

Speaker of the House Moira Lyons; Senator Judith Freedman, Deputy Senate Republican Leader; Senator Martin Looney, Senate Majority Leader; and Representative Lenny Winkler, Assistant House Minority Leader. The press conference was followed by panel discussions addressing the following three topics:



Assistant House Minority Leader Lenny Winkler

Nourishing Good Health: Eating Disorders and Nutrition Policy – This panel discussion focused on raising awareness about the prevalence and causes of eating disorders, obesity and other medical conditions related to diet, and the need for public policies that promote good nutrition in our schools. Panelists included: Molly Barker, aide to Representative Mary Mushinsky, 85th District; Dr. Marlene B. Schwartz, Co-Director of the Yale Center for Eating and Weight Disorders; Dr. Margo Maine, a clinical psychologist specializing in eating disorders and author of *Body Wars: Making Peace with Women's Bodies: An Activist's Guide* and *Father Hunger: Fathers, Daughters and Food*; Sharon Mierzwa, MPH, RD, LMT, Coordinator of the Connecticut Obesity Prevention Program; and Attorney Judith Blei, representing the American Academy of Pediatrics, CT Dietetic Association, and End Hunger CT.

Gender Appropriate Policies for Incarcerated Women – This panel discussion focused on the need for gender-appropriate services, including transitional services for female offenders and identifying strengths and weaknesses in our current criminal justice system. Panelists included: Representative Bill Dyson, 94th District; Commissioner Theresa C. Lantz, Connecticut Department of Correction; Cinda Cash, MHSA, Director of Community and Provider Relations at The Connecticut Women's Consortium; Elaine Cohen, Program Director of Hartford House; and Maureen Knight-Price, Esq., Executive Director of Community Partners in Action.

Workers' Compensation, Unemployment Insurance and Women Business Owners – This panel discussion focused on protecting workers' rights and meeting the challenge of running a business. A panel of female entrepreneurs and workers' advocates discussed strategies to find the right balance and identify common interests. Panelists included: Representative Diana Urban, 43rd District; Lori Pelletier, Secretary-Treasurer of the Connecticut AFL-CIO; Renae Reese, First Vice President of AFT Local 3837 at the UConn Health Center; Lesley Mills, president of NAWBO-CT (National Association of Women Business Owners-CT Chapter) and owner of six Griswold Special Care offices in Connecticut; and M. Linda Phillips, Founder and Managing Principal of SOS Technology Group, LLC, co-chair of the PCSW's Women's Economic Development Initiative (WEDI), and a Director of the Public Policy Committee for NAWBO-CT (National Association of Women Business Owners-CT).

As part of our presentation on Making Women Visible Day, we released three publications: *Not Equal Yet: The Challenges and Barriers Facing Women and Girls in Connecticut*, which included information from over 20 organizations regarding significant barriers and challenges currently facing women and girls in the state; the Connecticut Women's Health Campaign's *Briefing Papers on Women's Health*; and *The Concerns of Women's Business Owners*, a report on the two public hearings that were held in Stamford and Enfield in November 2003.

On June 9, 2004, we hosted the Making Women Visible Spring Dinner at the Legislative Office Building during which we reviewed the successes and disappointments of the 2004 legislative session, and distributed a written summary of legislation affecting the status of women.

Connecticut Women's Health Campaign (CWHC)

The Connecticut Women's Health Campaign is a statewide coalition of more than thirty organizations working together to protect and improve the health and well being of women and girls in Connecticut.

This year, the CWHC celebrated its tenth anniversary, and produced a summary of its accomplishments. These included passage in 1995 of a law supported by the CWHC requiring insurers to allow women direct access to Obstetrician/Gynecologists as primary care providers; appropriations of \$1.8 million per year for free breast and cervical cancer screening for certain uninsured and underinsured women (1996); protections for working women who are breastfeeding a child (1997 and 2001); and state review of access to gynecological health care for women with disabilities (2003). The complete summary is included in the CWHC *2004 Women's Health Briefing Book*.

As in the past, the CWHC participated in Making Women Visible Day on February 4, 2004, by sponsoring information tables in the Concourse of the Legislative Office Building and by distributing a *Briefing Book on Women's Health*. This year's Briefing Book included short papers on: Medicaid and SAGA as important health programs for low-income women; prescription drug coverage for women; sexuality education; gender specific behavioral health treatment services; removing barriers to gynecological care for women with disabilities; insurance coverage for wigs for people undergoing chemotherapy; and microbicides as a method of protection against STD's.

The CWHC also co-sponsored a panel discussion on *Nourishing Good Health: Eating Disorders and Nutrition Policy* to raise awareness about the prevalence and causes of eating disorders, obesity and other medical conditions related to diet, and the need for public policies that promote good nutrition in our schools. Speakers included Representative Mary Mushinsky, Dr. Marlene Schwartz, Dr. Margo Maine and Sharon Mierzwa.

Along with several other groups, the CWHC strongly supported the restoration of certain protections for very low-income parents and children covered under the health care safety program, HUSKY A (Medicaid). A number of health care related bills were passed that had been identified by the PCSW and the Connecticut Women's Health Campaign as priorities, including a bill to require insurers to cover the costs of wigs for patients receiving chemotherapy; a medical malpractice reform bill (subsequently vetoed by the Governor); and a bill to improve the MEHIP health insurance program that will soon be available to small businesses. (Please see details in 2004 Legislative Summary starting on p. 24)

Women's Economic Development Initiative (WEDI)



The WEDI project is a coalition of advocates, legislators, leaders in government and the business community that collaborate to create and enhance economic development for women business owners in Connecticut. This group sponsored the 5th annual CT Women Entrepreneurs' Day on Friday, September 5th, 2003 at the Legislative Office Building in Hartford. The theme was ***Be Connected!*** and Lt. Governor M. Jodi Rell was the keynote speaker. One hundred and fifty women attended and participated in panel discussions addressing *How will new and existing health insurance options help your small business?* and *How will new state laws and taxes affect your business?*

Lt. Governor M. Jodi Rell

Panelists included State Comptroller Nancy Wyman, State Representatives Andrea Stillman and Diana Urban, Lesley Mills, President of the National Association of Women Business Owners-CT Chapter, Lynn Sorrentino of the Connecticut Business and Industry Association and Shelley Geballe, Co-President of CT Voices for Children.

Contributing partners and sponsors of the day included the U. S. Small Business Administration, CT Department of Transportation, Sovereign Bank, U.S. Department of Labor—Women's Bureau, African-American Affairs Commission, CT Department of Public Works, Entrepreneurial Center of the Hartford College for Women,



NAWBO-CT President and owner of Griswold Special Care, Lesley Mills speaks to group at CT Women Entrepreneurs' Day.

University of Hartford, A Victorian Sentiment, CT Procurement Technical Assistance Program, SOS Technology Group and the National Association of Women Business Owners—CT Chapter.

During the year, WEDI members also participated in discussions regarding Unemployment Insurance and Workers' Compensation.

In May, through the WEDI project, a group of women business owners visited the women's prison in Niantic to talk with the inmates about business ownership. Participating business owners were Aretha Duncan, Jamaican Gourmet Mountain Coffee; Barbara Catrette of the ACCESS Agency, Inc. and a former business owner; Evelyn DeLeon of Festival Cristiano El Nuevo Despertar; LaShawn Alexander, Waddel & Reed; Michelle Drake, owner of The COVE Group; Regina Mead, president of Paragon Slate Company, Inc.; Rennette DuFour of DuFour Outdoor; and Shirley Bloethe, owner of Pass-It-On Sports and Jitters Coffee House.

Congressional District Advisory Councils

The Congressional District Advisory Councils are comprised of women and men who are leaders in their communities and who are concerned with issues that affect the status of women and girls. Approximately 175 persons attended the meetings during this fiscal year. An overview of the state budget that had passed in the Spring of 2003 was presented at the Fall 2003 series of meetings. The Spring 2004 meetings featured information about the status of legislation that could impact women.

The CDAC in the 1st Congressional District is chaired by Commissioner Susan O. Storey, and co-chaired by Theresa Freeman of the Connecticut State Police. Commissioner Robin Sheppard hosted the September 16, 2003 and March 30, 2004 meetings at Trinity College.

The CDAC in the 2nd Congressional District is chaired by Commissioner Patricia T. Hendel and co-chaired by Catherine Young of the Groton-New London Airport. Uconn's Kathleen Holgerson of the Women's Center and Marita McComiskey of the Women's Studies Department hosted the October 2, 2003 meeting at the University of Connecticut at Storrs.

The CDAC in the 3rd Congressional District is chaired by Commissioner Marcia Cavanaugh of NewAlliance Bank and co-chaired by Norman Brody of Yale Medical School. Jeannette Archer-Simons of CT Trails Girl Scout Council hosted the September 11, 2003 meeting.

The CDAC in the 4th Congressional District is chaired by Commissioner Cindy Slane of Quinnipiac Law School and co-chaired by Brenda Culpepper of Ready Kids, Inc. Fran Pastore of the Women's Business Development Center arranged the October 30, 2003 meeting at the Stamford Government Center. Jeannette Done-Lagemann of Purdue Pharma hosted the April 28, 2004 meeting, through arrangements by former Commissioner Patricia Russo.

The CDAC in the 5th Congressional District is chaired by Commissioner Barbara DeBaptiste and co-chaired by Shirley Nwachukwu of the Department of Labor. Dr. Lynn Clark of Western Connecticut State University hosted the September 23, 2003 meeting.

College Women's Leadership Project

PCSW's College Women's Leadership Forum was held on November 7, 2003 at the State Capitol. This forum is designed to engage college age women leaders in the public policy process. The day included problem-solving discussions on the topics of Eating Disorders, Title IX, and Trafficking of Women and Children.



College Women sit in legislators' seats in the Hall of the House at the College Women's Leadership Forum.

Girls and Technology Network

The Coast Guard Academy in New London hosted the Girls and Tech Expo held on October 21, 2003. Nearly 150 seventh grade girls participated in hands-on activities with representatives from technology-related companies in southeastern Connecticut. The goal is to encourage the girls to take math and science classes in preparation for technology-related careers and to introduce them to the wide variety of technology-related employers in the state. The teachers who accompanied the students participated in sessions designed to increase their knowledge of technology-related careers. Our partners included Dominion Nuclear Connecticut, the New London Branch of the American Association of University Women, and the Connecticut Women's Education and Legal Fund.

Other Expos were held at Quinnipiac University in Hamden and Housatonic Community College in Bridgeport. In addition, the Network is developing a resource bank to assist teachers in guiding students toward technology-related careers.

New England Women's Studies Association Conference

The annual conference of the New England Women's Studies Association was held at the University of Connecticut in Storrs on April 3, 2004. The title of the conference was "Code Red: A Feminist Call to Action – Strategies for Reclaiming Women's Minds, Bodies and Voices." This conference was well attended by women, young and old, who are passionate about women's equality. PCSW participated in the planning process and presented a workshop outlining opportunities for academics to use their research to advocate for public policy.

Trafficking of Women and Children

The PCSW worked with Representative Andrea Stillman to establish a Legislative Study Committee on Trafficking of Women and Children. Committee participants included representatives of law enforcement, victim services, immigrant groups, and community justice organizations. The Committee issued its report in February and made three major recommendations: Create a permanent interagency task force on trafficking of women and children and require reporting; require special training about trafficking to law enforcement personnel, including information about T-visas, U-visas, and witness and victim protection services; and secure additional resources for a special hotline and community outreach efforts to identify and assist victims, gather information, and inform the community of services and protections available to victims.

*U.S. Attorney Kevin O'Connor,
Chief State's Attorney*

*Christopher L. Morano, and Executive Assistant State's
Attorney Judith Rossi at the first meeting of the Study
Committee on the topic of Trafficking of Persons.*



Subsequently, Representative Stillman introduced legislation that resulted in passage of Special Act 04-8 that established *An Interagency Task Force on Trafficking in Persons*. The Task Force is comprised of elected officials, law enforcement officials, leaders of state agencies, community-based advocates and providers of services to victims. It will begin meeting in October 2004 and is required to present a report to the General Assembly by January 2006.

Title IX

The increased attention to Title IX generated by the Commission on Opportunities in Athletics motivated PCSW and other advocates to focus new attention on this issue. Title IX is the 1972 federal legislation requiring gender equity in education and school athletics. PCSW staff and Commissioner Robin Sheppard are participating in the Title IX Working Group examining issues such as public education, training of faculty and students, legislation, data collection, and enforcement.

New England Women's Political Summit

Concern about the number of women in elected office in New England states prompted the Center for Women in Politics and Public Policy at UMass Boston to organize the New England Women's Political Summit which was held on October 26 and 27, 2003 in Boston and attended by over 400 women. PCSW worked with the organizing committee to involve elected and advocacy leaders in Connecticut.

Women's Philanthropy Workshop

The Women's Philanthropy Institute held a workshop on September 22, 2003 in Old Greenwich to discuss ways in which women's giving differs from men's. PCSW's Special Projects Director Susan Hoover was a member of the advisory committee. The WPI is a nonprofit organization that encourages women to effect change in the world through philanthropy.

Foundation for Connecticut Women

The Permanent Commission on the Status of Women established the Foundation for Connecticut Women to support the work of the PCSW in achieving equality for women and ending discrimination. The Foundation will fund educational activities of the PCSW. This Foundation provides a wonderful opportunity to strengthen and support our work on behalf of women, girls and equality in Connecticut. The Board of Directors hosted a reception on November 23, 2003 for current and former commissioners to share information about the mission of the Foundation.

Nontraditional Employment for Women (NEW) Program

The PCSW received 2003-2004 funding from the CT Department of Labor and Capital Region Workforce Development Board, Office for Workforce Competitiveness, and Hartford Construction Jobs Initiative to conduct the Nontraditional Employment for Women (NEW) Program. This program has three major components: a prospective apprenticeship training program incorporating "best practices;" technical assistance to employers, unions, and counselors; and an annual *Women in the Trades and Nontraditional Occupations Conference*. Through this program we participate in job fairs, the State





Tersee Flores, NEW Program participant, receives her certificate from Jack Guerrero, Apprenticeship Program Manager at the CT Department of Labor. (PCSW NEW Program Manager Jackie Slamon is in the background.)

Apprenticeship Council, the Joint Apprenticeship Training Directors Committee of Connecticut, and the National Association of Women in Construction.

The recruiting phase for the prospective apprenticeship training program began in the fall, and we received approximately 80 applications. Aptitude assessments were conducted with 40 women the first week of February, and twenty-four women were interviewed the third week of February. Fifteen women attended the Orientation for the NEW Prospective Apprenticeship Training Program on March 1, 2004 to begin the 11-week program that was conducted at the Ironworkers Local 15 training facility in Hartford. Ten women received certificates of completion at the May 22 *Women in the Trades and Nontraditional Occupations Conference*. These women then began work as carpenters, painters, ironworkers, plumbers, laborers and sheetmetal workers.

Women in the Trades and Nontraditional Occupations Conference

The Radisson Hotel, Cromwell, CT was the site for the 15th annual *Women in the Trades and Nontraditional Occupations Conference* on Saturday, May 22nd, 2004. Comptroller Nancy Wyman, PCSW Commissioner Patricia T. Hendel, and Catherine Young, General Manager of the Groton-New London Airport, were the major speakers.



(l-r) State Capitol Police Officer Walter Lee, Officer Richard Segreto and Officer Lori Fago at the Career Fair

This conference provides excellent opportunities for people to learn new information at workshops and at the Career Fair. Shopping in the vendor area and networking with one another are among the reasons women attend this

event year after year. The *Glenda Boyd Advocate of the Year Award* was presented to Gail Champlin, Director of The Career Counseling Center, Hartford College for Women, University of Hartford in recognition of her advocacy for women in creating avenues for women to work in nontraditional occupations. Kathy Harasyn, Karen Bechard, and Rosemarie Alberini shared the honor of being named *Tradeswomen of the Year*. All three of these women graduated PCSW's Prospective Apprenticeship Training Program a few years and are nearing journeyman status. Five high school girls were recognized for their success in an essay contest designed to encourage young women to consider nontraditional careers.



PCSW Commissioner Patricia T. Hendel



Comptroller Nancy Wyman shakes hands with one of the high school essay contest winners with Special Projects Director Susan Hoover looking on.



PCSW NEW Program Manager Jackie Slamon presents the Tradeswoman of the Year Award to Karen Bechard.



A highlight of the conference was singing Happy Birthday to Renatus Duncan who celebrated his 100th birthday with us. He stood up at his table and made a memorable speech about continuing to climb the mountain. Renatus is the father-in-law of PCSW colleague Kathleen Duncan who works with the US Small Business Administration.

Apprenticeship Day at the Capitol

Apprenticeship Day at the Capitol, held on March 17, 2004, was coordinated by the State Apprenticeship Council to increase awareness among legislators of the state registered Apprenticeship Program. The day included a breakfast for legislators at the Legislative Office Building and displays in the lower concourse. PCSW's display featured women apprentices, both on the posters and in person.

Career Construction Program

Nearly 1400 high school students participated in the Career Construction Program in Wallingford on October 7 and 8, 2003. This annual event provides an opportunity for students and guidance counselors to learn about careers in the construction industry. The students really liked the "Get the skills that pay the bills" stickers and put them on their hard hats.

PCSW Intern Kristen Rigney and Secretary to the Executive Director Rosemary Lopez hand out materials.

Take Our Daughters and Sons To Work Day

On Thursday, April 22, 2004, the PCSW once again presented *Take Our Daughters and Sons To Work at the state Capitol and General Assembly*. This is the 12th year the PCSW has sponsored this event. Young people who attended were able to learn about different occupations offered at the



Children visit the office of Governor John G. Rowland



General Assembly by touring selected offices and participating in an informational treasure hunt. This day also coincided with Earth Day so children had the opportunity to experience activities, opportunities and workplace occupations relating to clean air. Under the theme “*Today’s Vision... Tomorrow’s Reality*” this day focused on expanding future opportunities for all children, in both their work and family lives. *Take Our Daughters and Sons To Work Day* is sponsored nationally by the Ms. Foundation and celebrated in workplaces all across Connecticut.

Talent Bank

In compliance with our statutory mandate to “promote consideration of qualified women for all levels of government positions,” the PCSW maintains a Talent Bank of women with varied backgrounds and expertise willing to serve on state boards and commissions. The purpose of the Talent Bank is to address the under-representation of women on state boards and commissions. In the fiscal year 2003-2004, the Talent Bank had a total listing of 444 women. Seven women from the Talent Bank were appointed to state positions.

Internship Program

Our College Internship/Volunteer program continues to flourish. We had the assistance of 16 students who worked on all aspects of PCSW projects. We became an official ‘work-study’ site for the University of Connecticut which means any student attending any of the schools on any campus of UCONN can use their work-study financial aid money to work at the PCSW.

Public Hearings

The statute authorizing the PCSW to collect data and provide research and analysis to state leaders enables the PCSW to hold public hearings.

In 2003, the PCSW held public hearings and conducted fact finding on the issues of women business owners. Hearings were held on November 13th in Stamford and November 20th in Enfield. Common themes were the high cost of health insurance, workers’ compensation and unemployment insurance placing a huge burden on small business; state taxes placing an administrative and financial burden on small business owners; and the fact that the state should provide a level playing field for small business owners by developing a definition for micro-enterprise that will lead to policies appropriate for very small businesses, and by providing tax incentives to small businesses. The following information was provided by the testimony of witnesses:

■ The number of women-owned firms grew by 15% from 1997 to 2002 – five times the growth rate of all employers in the state (3%). As of 2002, there are an estimated 78,366 majority-owned, privately held women-owned firms in Connecticut, which represents 27.4% of all business in the state. *Testimony from: M. Linda Phillips*

■ In Connecticut, women-owned firms employ nearly 76,000 individuals and generate sales exceeding \$8.2 billion. *Testimony from: M. Linda Phillips*

■ The economic base of Connecticut is in the service industries, which are generally run by small businesses. *Testimony from: Donna Wertenbach*

■ Entrepreneurs are taking on second jobs so that they can have health insurance. *Testimony from: Tess Abalos and Silvia Fernández*

■ When an office manager turned 60, her health insurance increased by 60% from \$500 a month to \$998. The employee makes \$10 an hour and the employer pays \$6.74 an hour for insurance.

Testimony from: Robin Barros

■ A 53-year old female employee paid \$3,200 in 2001 for health insurance; in 2003, she paid \$5,500, a 36% average annual increase. A 24-year old female employee paid \$1,700 in 2001 for health insurance; in 2003, she paid \$2,600, a 26% average annual increase. *Testimony from: Lesley Mills*

■ Employers cannot offer health insurance for retention purposes because they have to pay workers' compensation. *Testimony from: Regina Mead*

■ An employer who provides home care services was assessed two years in a row and paid an additional \$12,000. Overall, she paid \$50,000 in worker's compensation for one year. *Testimony from: Sandra Sanchez*

■ A business owner experienced an increase in her unemployment compensation contribution rate from 0.5 in 2001 to 1.8 in the first quarter of 2002 and her company has never had a claim made against it. *Testimony from: M. Linda Phillips*

■ Small businesses are considering moving south, moving their business to the web, or changing their business designation in order to avoid increasing tax and insurance costs. *Testimony from: Joanne Sorbet and Mary Ann Turner*

■ The amount of time spent in compliance with tax and insurance regulations bogs down small business owners and frequently makes it difficult to make the difference between a profitable and non-profitable business. *Testimony from: Donna Wertenbach*

■ In Connecticut a small business is defined as a business with revenue under \$10 million, yet many of the women-owned businesses generate less than \$100,000 annually. It is very difficult for a micro-enterprise to compete against a "small business" that is generating \$10 million annually. *Testimony from: M. Linda Phillips*

■ While there are some very minor, small business tax incentives, there is no comparison to the huge incentives that go to some corporations who have been given complete tax exemptions from state taxes. *Testimony from: Donna Wertenbach*



Public Hearing panelists (l-r) State Representative Kathleen Tallarita, PCSW Commissioner Sandra Hassan, PCSW Executive Director Leslie J. Brett, Business Development Specialist and Women Business Ownership Representative with the SBA, Kathleen Duncan and State Senator John Kissel listen to testimony.



Woman business owner Mary Ann Turner testifies at the public hearing.

legislative report

PCSW submitted oral or written testimony on **79** bills or issues before the State Treasurer's Office and the following legislative committees: Appropriations, Commerce, Education, General Law, Government Administration & Elections, Higher Education and Employment Advancement, Human Services, Insurance and Real Estate, Labor and Public Employees, Judiciary, Program Review & Investigations, Public Health, Select Committee on Children, Select Committee on Housing.

The following are brief summaries of selected bills and budget items that the PCSW monitored because of their potential impact on the status of women and girls.

RESTORATION OF FUNDING FOR ESSENTIAL PROGRAMS

Medicaid Restoration - Concept passed; effective upon passage except the repeal of co-payments and premiums was effective July 1, 2004 (PA, 04-2, PA 04-216, PA 04-258)

The budget included \$14.25 million to repeal the Medicaid co-payments implemented last year, and \$17.69 million to restore the Medicaid benefit package and to eliminate proposed premiums. Additionally, the Department of Social Services (DSS) cannot deny Husky A coverage to families who are late paying their premiums; DSS cannot terminate HUSKY B coverage for a child due to lack of payment of any premium increase; pharmacists cannot refuse to fill prescriptions for Medicaid recipients who fail to pay their co-payments; DSS cannot enter into an agreement with the federal government to cap the Medicaid program until June 30, 2005; and DSS must annually report to the Legislature the impact of premium increases on re-enrollment.

State Assisted General Assistance (SAGA) Restoration - Concept passed; effective upon passage, except the provision regarding the grievance process was effective July 1, 2004 (PA 04-2 and PA 04-258)

Under this law, SAGA recipients will no longer have to pay co-payments for prescription drugs. Additionally, the Department of Social Services must provide a grievance process for recipients to access review of a denial of coverage for specific medical services. If a recipient has exhausted the grievance process, the recipient may request hearing.

Care4Kids Childcare Subsidy Program - Concept passed; effective July 1, 2004 (PA 04-258)

This law requires the Department of Social Services to open and maintain enrollment for the childcare subsidy program, within existing budgetary resources. Priority will be given to Temporary Family Assistance (TFA) recipients who are employed or engaged in employment activities under the Jobs First Program, and working families whose TFA was discontinued not more than five years before applying for a subsidy.

ECONOMIC SECURITY/PAY EQUITY

PA 04-73, AAC Transitional Rental Assistance - Passed; effective July 1, 2004

This law will expand eligibility criteria for the Transitional Rental Assistance Program to permit subsidies for families who have left the Temporary Family Assistance program and have incomes which exceed the payment standards, or are employed a minimum of twelve hours a week.

SB 326, AAC State Assistance To Legal Immigrants - Concept passed; effective July 1, 2004 (PA 04-258)

This law requires the re-opening of state-funded assistance programs to new-applicant legal immigrants who are excluded from federal programs. These state-funded programs include medical assistance, food assistance, Temporary Family Assistance, cash assistance under SAGA, and the Connecticut Home Care Program for Elders.

sSB 336, AAC Family And Medical Leave – Failed

This bill would have allowed full-time state employees, municipal, public school district, and non-religious private school employees to use up to two weeks of accrued sick leave for family and medical leave purposes.

sSB 332, AA Increasing The Minimum Wage – Failed

This bill would have increased the state's minimum hourly wage, effective January 1, 2006 and annually thereafter, by the percentage increase of the National Consumer Price Index for Urban Wage Earners and Clerical Workers.

sHB 5052, AAC Pensions For Noncertified School Personnel – Failed

This bill would have required municipalities to provide pension benefits for school paraprofessionals and other noncertified school personnel.

HB 5393, AAC Credit In The State Employees Retirement System For Certain Prior State Service – Failed

This bill would have allowed certain state employees to receive retirement credit for prior state service and prior municipal services as a public school teacher. It would have also revised the method for determining the retirement salary of public defenders.

WOMEN AND BUSINESS DEVELOPMENT

PA 04-163, AAC Administrative Cost Savings Under Small Employer Health Plans – Passed; effective July 1, 2004

This law expands the list of characteristics that can be considered when establishing premium rates for small employer health care plans. It also allows small employer rates to reflect the administrative cost savings realized by joining an association or group plan or the state employee health plan.

sHB 5538, AA Creating A Microloan Program For Microenterprises – Failed

This bill would have provided funding and other assistance to create a pilot program to foster microenterprises in the state.

HEALTHCARE

PA 04-34, AAC Health Insurance Coverage For Wigs For Chemotherapy Patients – Passed; effective October 1, 2004

This law requires certain health insurers to provide coverage for wigs for cancer patients who suffer hair loss from chemotherapy when prescribed by an oncologist.

PA 04-224, AAC Child Nutrition In Schools, Recess And Lunch Breaks - Passed, effective July 1, 2004

This law requires local and regional school boards to provide in full school day programs: a 20-minute daily lunch break for all students; and a daily period of physical exercise for most students in kindergarten through grade five. It also requires school boards to make nutritious food and drinks available for purchase whenever students can purchase food and drinks during the regular school day. These products can include milk, water, 100% fruit juices, low fat products, and fresh and dried fruit.

PA 04-155, AAC Medical Malpractice Insurance Reform - Vetoed

This law would have instituted various mechanisms, including civil litigation reform, insurance regulation, medical provider regulation, and tax credits, to address the rise in medical malpractice insurance rates.

PA 04-29, AAC Probate Court Sterilization Orders – Passed; effective upon passage

This law mandates a ten-day stay on involuntary sterilization procedures involving probate court wards to allow wards an opportunity to appeal if desired.

sHB 5007, AAC Personal Care Attendants And The Home-Care Program - Concept passed; effective upon passage (PA 04-258)

This law requires the Department of Social Services (DSS) to establish and operate a state-funded pilot program to allow 100 persons to receive personal care assistance as an alternative covered service to home health services in order to avoid institutionalization. DSS must also apply to the Centers for Medicaid and Medicare Services for a waiver to include the pilot program in the Medicaid funded home-care program.

PA 04-101, AAC The Procurement Of Canadian Prescription Drugs Under The ConnPACE Program – Passed; effective upon passage

This law requires the Department of Social Services (DSS) to evaluate the feasibility, health and safety, legal sufficiency and cost effectiveness of re-importing prescription drugs from Canada under the ConnPACE program and report to the Legislature by January 1, 2005. DSS must also evaluate the feasibility of waiving the co-payment for such prescription drugs under the ConnPACE Program.

sSB 418, AAC Universal Healthcare – Failed

This bill would have required the Legislative Program Review and Investigations Committee to study the benefits, cost and feasibility of providing universal health care in the state.

sSB 419, AA To Study Health Insurance Coverage For The Treatment Of Obesity – Failed

This bill would have established a task force to study the issues related to obesity and whether mandatory health insurance coverage for the treatment or prevention of obesity would be enacted.

sHB 5206, AA Requiring Health Insurance Coverage For Infertility Treatment And Procedures – Failed

This bill would have required individual and group health insurers to cover medically necessary infertility diagnosis and treatment expenses.

FAMILY LAW

HB 5619, AAC Continuation Of Health Insurance Coverage After A Divorce, Legal Separation Or Annulment - Failed

This bill would have provided continuation of eligibility for coverage under a group health insurance policy or dental insurance plan in the case of a divorce, legal separation, or annulment.

CIVIL RIGHTS

PA 04-135, AAC Hate Crimes – Passed; effective October 1, 2004

This law amends existing hate crimes legislation by making it a crime to maliciously and intentionally intimidate or harass a person because of the person's actual or perceived disability or gender identity or expression.

POLITICAL PARTICIPATION

PA 04-32, AA Amending The Voters' Bill Of Rights – Passed; effective July 1, 2004

This law provides voters with the right to: vote by provisional ballot if the individual is registered to vote and the individual's name is not on the voter list; be informed of the process for restoring the individual's right to vote if the individual was incarcerated for a felony conviction; and vote independently and in privacy at a polling place, regardless of physical disability. It also provides that voters may submit official complaints to the State Elections Enforcement Commission for investigation.

PA 04-74, AAC Compliance With The Federal Help America Vote Act – Passed; effective upon passage
This law requires the State Elections Enforcement Committee to issue an order to enforce the provisions of, and receive and determine complaints regarding the Help America Vote Act.

sSB 20, AAC Election Day Registration – Failed

This bill would have allowed people to register to vote and cast ballots on the day of a primary or an election.

sHB 5621, AAC Representative And Open State Government – Failed

This bill would have provided the public with access to information concerning vacancies on state appointive boards, commissions, committees, and councils, by establishing a website in the Secretary of the State's Office.

VIOLENCE AGAINST WOMEN

SA 04-8, AA Establishing An Interagency Task Force On Trafficking In Persons – Passed; effective October 1, 2004

This law establishes an interagency task force on the practices of trafficking in persons, which must report to the Legislature by January 1, 2006.

PA 04-66, AAC Dual Arrests In Family Violence Cases – Passed; effective October 1, 2004

This law relieves an officer of the duty to arrest any party that the officer reasonably believes used force only as a means of self-defense when two or more opposing parties make complaints of a family violence crime.

PA 04-121, AAC A Sexual Assault Victims Account – Passed; effective July 1, 2004

This law establishes a non-lapsing Sexual Assault Victims Account within the General Fund, funded by an additional fine on sex offenders, as a dedicated source of funding for a coordinated community response to sexual assault.

HB 5357, AAC Sexual Assault Restraining Orders – Failed

This bill would have established a procedure for victims of sexual assault to obtain a restraining order against the offender in situations where such victims are unable to obtain any other form of protective order, restraining order or court order in a pending criminal proceeding.

CRIMINAL JUSTICE AND CORRECTIONS

PA 04-162, AAC The Monitoring Of Metal Detectors At Correctional Institutions – Passed; effective upon passage

This law provides that when a visitor to a correctional institution activates a walk-through metal detector, a correction officer of the same sex will search the visitor in a private room with a hand-held metal detector.

SA 04-5, AA Establishing A Plan Of Community-Based Services For Adolescent Females Involved In The Juvenile Court System – Passed; effective July 1, 2004

This law requires the Department of Children and Families (DCF) to establish a plan for developing a continuum of community-based services designed to prevent the incarceration of female juvenile status offenders and delinquents. The plan must include intervention and substance abuse programs, monitoring and treatment plans, and mental health treatment. DCF must consult with the Department of Social Services, the Office of Child Advocate, Court Support Services, and community-based service providers when developing the plan, and submit a report to the Legislature by January 1, 2005.

collaborations

The PCSW continued its collaborations with state agencies, officials and community-based groups addressing the status of women in Connecticut. It is through collaborating and sharing expertise that some of our greatest advances are made.

Women and Economic Security

- Associate Legislative Analyst Natasha M. Pierre convened the **Pay Equity Coalition**, a coalition of 30 organizations, including educators, women's organizations, civil liberties organizations, and labor unions who represent a variety of constituents and who have an interest in constructive ways of addressing pay inequity in female dominated occupations.
- Executive Director Leslie J. Brett served as **Trustee of the CT Women's Hall of Fame**.
- Commissioner Patricia T. Hendel, Executive Director Leslie J. Brett and Special Projects Director Susan Hoover continued to meet with New England women's commissions and the **Region I Office of the Women's Bureau of the United States Department of Labor**. The **New England Coalition of Commissions for Women** collaborates on issues of relevance to women in New England.
- Public Information Officer Barbara Potopowicz served on the **state public policy committee** of the **National Association of Women Business Owners—CT Chapter**.
- Executive Director Leslie J. Brett served on the **Implementation Committee of the CT Employment and Training Commission**.
- Special Projects Director Susan Hoover represented PCSW with the **National Association of Women in Construction (NAWIC)**.
- Nontraditional Employment for Women (NEW) Program Manager Jacquelyn Slamon and Program Assistant Doreen Fredette served on the **Joint Apprenticeship Training Directors Committee of Connecticut** to advance the role of women in the trades.
- Public Information Officer Barbara Potopowicz served on the advisory committee to the U.S. Small Business Administration (SBA) program at the **Entrepreneurial Center of the Hartford College for Women**.
- Executive Director Leslie J. Brett was the Co-Chair of and Associate Legislative Analyst Natasha M. Pierre served on the **Career Ladder Advisory Committee**, established pursuant to Public Act 03-142.
- NEW Program Manager Jacquelyn Slamon and Special Projects Director Susan Hoover represented PCSW on the **State Apprenticeship Council**.
- Special Projects Director Susan Hoover convened the **NEW Steering Committee**, a coalition of unions, employers, state agencies, and advocates dedicated to improving conditions for women who want to work in nontraditional occupations.
- Public Information Officer Barbara Potopowicz represented the PCSW on the **Statewide Microenterprise Network committee** established by the Community Economic Development Fund. This group was formed to further the efforts of micro businesses in Connecticut.

- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on **W.O.M.E.N.** (Women of Color on the Move, Empowering and Networking), a collaboration of women of color who are committed to informing communities of color of leadership opportunities.

Women in Families

- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Child Day Care Council**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Child Care Legislative Collaborative**.
- Public Information Officer Barbara Potopowitz was a member of the **Fatherhood Initiative Task Force** convened by the CT Department of Social Services.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the state committee of **New England Workforce Partners**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Early Care and Education Finance Project**.

Women in Democracy

- Executive Director Leslie J. Brett served as Co-Chair of the **Citizenship Fund**, which is established by the Secretary of the State to oversee community education and civic participation regarding voting and elections.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Coalition for Effective Democracy**.
- Public Information Officer Barbara Potopowitz represented PCSW on the **Reflecting Connecticut** project. This collaboration of the African-American Affairs Commission, the Latino & Puerto Rican Affairs Commission, DemocracyWorks and others works to increase the representation of women and people of color on state and municipal boards and commissions.
- Executive Director Leslie J. Brett and Special Projects Director Susan Hoover represented PCSW on the organizing committee for the **New England Women's Political Summit**, designed to increase the number of women in elected office in New England states.

Women and Girls in Education

- Special Projects Director Susan Hoover was a member of the **Girls and Technology Network**, a broad-based coalition working to increase access to collaborative learning experiences using technology.
- Special Projects Director Susan Hoover was a member of the planning committee for the annual conference of the **New England Women's Studies Association**.

Women and Health Care

- Executive Director Leslie J. Brett served on the Board of Directors of the **CT Women's Consortium**, an organization serving women and their children with behavioral health needs.
- Commission Vice-Chair Susan O. Storey represented the PCSW on the **Multicultural Health Advisory Commission**.

- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Greater Hartford Fetal and Infant Mortality Review Board**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the Urban League project, **Ujima**, which provided education and services on HIV/AIDS.
- Executive Director Leslie J. Brett served on the Board of Directors of the **Anthem Foundation of Connecticut**, a non-profit health care foundation.
- Associate Legislative Analyst Natasha M. Pierre served on **CT Department of Public Health's Gynecological Services for Women With Disabilities Advisory Committee**, established pursuant to Public Act 03-40.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Coalition for Quality Healthcare**.
- Special Projects Director Susan Hoover represented PCSW on the **Obesity Advisory Council**, convened by the Connecticut Department of Public Health.
- Executive Director Leslie J. Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW at the **CT Coalition for Choice**.

Women in Poverty

- Executive Director Leslie J. Brett was appointed to serve as an alternate on the **TANF Advisory Council** of the Connecticut General Assembly.
- Associate Legislative Analyst Natasha M. Pierre represented PCSW at **One CT** meetings and participated in the **Good Jobs and Economic Security Committee**.

Women and Criminal Justice

- Executive Director Leslie J. Brett served as Co-Chair and Public Information Officer Barbara Potopowicz served as a member on the **Sexual Harassment Working Group of the Department of Correction**. This committee was formed as a result of a court-ordered federal Stipulated Agreement that named the PCSW as an oversight agency to the DOC regarding sexual harassment issues.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Commission on the Collection of Evidence in Sexual Assault Investigations**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the Public Policy Committee of the **CT Sexual Assault Crisis Services (CONNSACS)**.
- Public Information Officer Barbara Potopowicz represented the PCSW on the Steering Committee of the **Women's Support Program**, an alternative to incarceration program located at Capital Region Mental Health Center.
- Associate Legislative Analyst Natasha M. Pierre served on the Advisory Council of the **CT Department of Public Health and Social Services' Family Violence Project**.

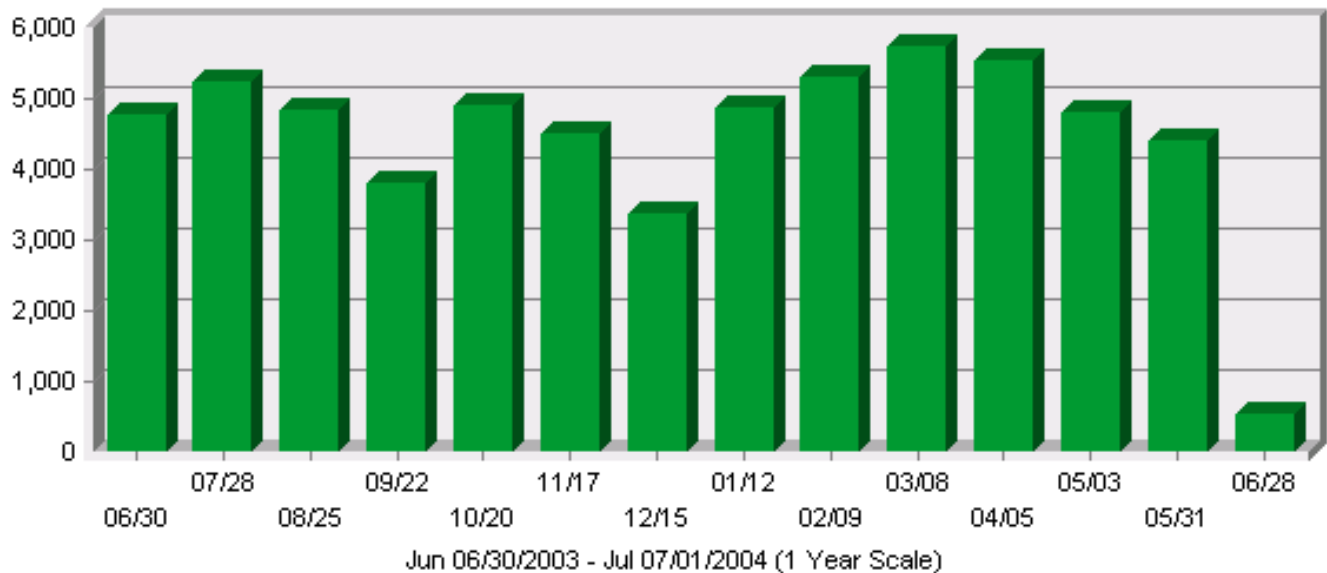
Women and Civil Rights

- Associate Legislative Analyst Natasha M. Pierre represented PCSW in the **CT Hate Crimes Network**.

public information

We continue to enhance the information provided on our website and received 211,348 'hits' to our website during fiscal year 2003/2004 with an average of 574 every day. *The NTO Resource Guide* (2,586 downloads) is the most downloaded publication, followed by *Selected Highlights in Women's History* (1,957 downloads) and the health insurance page of the Connecticut Women's Health Campaign Briefing Papers (1,517 downloads). The most popular pages are the home page with 15,973 views, the women owned business page with 4,321 views and resources for women business owners with 3,358 views. 3.4% of our visitors had 10 or more visits while 79.86% had one visit. The most active day of the week is Tuesday while the least active day is Saturday.

website activity for 2003-04



During this fiscal year, PCSW provided Sexual Harassment Prevention Training to over 1,410 state employees. Training was provided at no cost to the employees and interns of Legislative Management, employees of the Department of Information Technology, the Department of Mental Health and Addiction Services, the Department of Public Health, the Department of Banking, and the PCSW's Prospective Apprenticeship Training Program.

We also observed and provided feed-back of sexual harassment prevention training conducted by Department of Correction training instructors. These included the facilities of Bergin CI, York CI, Walker-McDougall CI, Carl Robertson CI, Cheshire CI, Bridgeport CI and the Department of Correction Central Office. Each facility was visited three times in the period January 2004 to June 2004. Visits and feedback were provided by PCSW Public Information Officer Barbara Potopowicz and PCSW DOC Sexual Harassment Consultant Beverly Hodgson.

Pursuant to P.A. 03-151, *An Act Concerning Affirmative Action Officers*, the PCSW provided joint training with the Commission on Human Rights and Opportunities to all Affirmative Action personnel and Attorney General designees at state agencies. PCSW Public Information Officer

Barbara Potopowitz and CHRO Senior Staff Attorney Joan Parker researched and developed curriculum and conducted nine two-day training sessions to over 200 state employees. The PCSW assembled over 200 manuals that numbered 353 pages each.

The PCSW was further able to reach the public through broadcasts on the Connecticut Television Network (CT-N) a public access television network based at the CT State Legislature. CT-N covered *CT Women Entrepreneurs' Day*, the activities of *Take Our Daughters and Sons to Work Day* and meetings concerning the Trafficking of Women and Children in Connecticut. We answered 354 press calls, conducted 12 radio interviews and appeared on 2 cable TV shows.

speaker's bureau

Through our Speaker's Bureau, commissioners and staff spoke at 40 events on the following topics for the following organizations:

Business & Professional Women (BPW), *PCSW: Who We Are and What We Do* and
Legislative Update for Women Business Owners, West Hartford;
Bullard Havens Vocational Technical School, *Nontraditional Occupations* (NTO),
Bridgeport;
Connecticut Association of Human Services (CAHS) Family Economic Security
Conference, Workforce Development Panel, New Britain;
Cooperative Work Experience Educators, Annual Meeting, Hartford;
Co-Opportunity, *Sexual Harassment in the Workplace*, Waterbury;
COVE Group Foundation, *Importance of Getting Politically Involved*, Mystic;
CSCU, *PCSW: Who We Are and What We Do*, Hartford;
CT Association of Affirmative Action Professionals, Annual Meeting, Hartford;
CT Coalition to End Homelessness, *Grant Management and Reporting*, Wethersfield;
CT Department of Social Services Commissioner Wilson-Coker's Class on *Family Law*,
Hartford;
CT Federation of Education and Professional Employees, Hartford;
CT National Guard, *The Modern Women's Movement, Progress & Challenges*, New
Britain;
CT Newsmakers, WVIT-TV, Channel 30, Tom Monahan public affairs show, *PCSW
Priorities and Issues*, Hartford;
Delta Sigma Theta Sorority, Inc. *Legislative Planning*, Hartford;
Eli Whitney Vocational Technical School, *Women and NTO*, Hamden;
Financial Women International, *CT Legislative Session—What Happened for Women in the
Legislative Session*, Stratford;
Gateway Community College, *Women Business Owners*, New Haven;
Millpond Village, *Women's Issues*, Windsor;
Mt. Olive Church, CONN Leap, Hartford;
NAWBO, *2004 Legislative Agenda*, Women Business Owners, Hartford;
NAWBO, *2004 Legislative Agenda*, Women Business Owners, Greenwich;
NAWBO, *The Importance of Involvement in Public Policy*, Manchester;
Pawcatuck Neighborhood Center, Seniors, *Laws Passed Affecting Seniors*, Pawcatuck;

North American Family Institute, Steppingstone School, *Nontraditional Careers, Women's Issues*,
 Waterbury;
 North American Family Institute, *Nontraditional Careers, Women's Issues*, Touchstone School,
 Litchfield;
 Norwich Business & Professional Women's Organization, *Marketing Yourself for Success*,
 Norwich;
 Pfizer, Women's Leadership Group, *PCSW: Who We Are and What We Do*, Groton;
 Society for Applied Anthropology, Annual Meeting, Plenary Panel, Dallas, Texas;
 YWCA, Public Policy Roundtable Discussion, Greenwich;
 YWCA, *Sexual Assault Crisis Services & Trafficking of Women & Children*, Hartford;
 UCONN, *Aging in American Society*, Storrs;
 UCONN, *Women and Poverty*, Storrs;
 UCONN, *The Importance of Sexual Harassment Prevention Training*, Storrs;
 UCONN, *Sexual Harassment*, West Hartford;
 UCONN, Annual Conference, New England Women's Studies Association, Storrs;
 UCONN, Annual Conference, *Academic Research and Advocacy*, Storrs;
 UCONN, *Gender and Aging Class*, Storrs;
 U.S. Post Office, *Women's History*, New Britain;
 Windham Hospital Auxiliary, Annual Meeting, *Medical Malpractice*, Willimantic;
 Women & Family Center, Staff In-Service & Counselors, *Trafficking of Women & Children*,
 Meriden

requests for information, referral and publications

The PCSW receives hundreds of telephone inquiries from individuals seeking information about laws prohibiting sex discrimination, and about state services and programs for women and girls. In some cases, as required by statute, we assist callers who wish to file formal complaints of sex discrimination with the Connecticut Commission on Human Rights and Opportunities. In many cases, we send out informational booklets and other materials to assist callers with questions about sexual harassment, family and medical leave, starting their own businesses and many other issues.

In the fiscal year 2003/2004, the PCSW distributed over 9,788 copies of educational materials in addition to distribution of materials describing the activities of the PCSW itself. The booklets and other materials distributed were as follows:

Annual Legislative Summary, detailing the Commission's legislative agenda for the prior year and summarizing the outcome of bills that affect the status of women.

Annual Report, detailing the Commission's activities during the calendar year, including legislative work, PCSW special projects and public information.

Briefing Papers on Women's Health, February 2004, a joint publication with the Connecticut Women's Health Campaign (CWHC) features the legislative agenda of the CWHC and highlights information on specific health topics.

Continuing Progress for Connecticut Women, highlighting the accomplishments of the PCSW and women and girls in Connecticut over the past 32 years.

A Directory of Women's Organizations in Connecticut, listing women's organizations in Connecticut and contacts at those organizations. Updated in alternate years.

The Economic Status of Workers in Caregiving Professions and The Concerns of Women Business Owners, summarizing the testimony given at hearings conducted by the PCSW.

Facts About the Status of Women in Connecticut, providing statistical information about the status of women in the state. 1996, 1997, 1998, 1999, 2000, 2001 editions.

Fact Sheets on issues affecting the status of women in Connecticut.

Getting Appointed to State Boards and Commissions, an informational packet for women seeking to serve on state boards and commissions.

PCSW brochures, *Who We are and What We Do* (in English and Spanish), *Internship Program*, *The Talent Bank*, *Congressional District Advisory Councils*, *Women-Owned Business Project*.

Sexual Harassment Prevention Training Consultants, listing individuals and companies offering sexual harassment prevention training throughout Connecticut and New England.

Talent Bank Listing, containing information about women interested in serving on governmental boards and commissions.

Publications about Women In Nontraditional Occupations

Nontraditional Jobs for Women: A Resource Guide for Counselors and Women in Connecticut, describing various resources for women interested in entering nontraditional occupations.

Nontraditional Occupations Information Packet, providing information about apprenticeship programs and about the Nontraditional Employment for Women Program at the PCSW.

Additional publications as a result of collaboration with others

Connecticut Career Ladder Advisory Committee, Three Year Strategic Plan, submitted to the General Assembly February 2004 by the Office for Workforce Competitiveness. PCSW co-chaired this committee.

Connecticut Department of Public Health, Legislative Report to the General Assembly – Recommendations on Gynecological Services for Women with Disabilities, January 2004. PCSW was instrumental in helping to pass the legislation that directed this report, and participated on the committee.

Legislative Study Committee on Trafficking of Women and Children in Connecticut, chaired by Representative Andrea Stillman, report prepared by the PCSW, February 2004. PCSW staffed this committee.

formal complaints to the connecticut commission on human rights and opportunities

The PCSW is mandated to receive complaints of sex discrimination and to assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO).

In 2003/2004, we received 39 requests for formal complaint assistance. Of those requests, 7 resulted in the filing of formal complaints with the Commission on Human Rights and Opportunities. Most of the inquiries about formal complaints concerned sex discrimination in employment and pregnancy discrimination.

In 2003/2004, the PCSW documented 368 calls for information and referral in our formal tracking system. Our staff responds to approximately 20-30 additional calls per week from individuals seeking information. Callers are seeking information regarding child support, credit discrimination, employment discrimination, housing discrimination, internship opportunities with the PCSW, legislative issues, nontraditional occupations, the Permanent Commission on the Status of Women (who we are and what we do), pregnancy and family and medical leave, sexual harassment, the Talent Bank and women business owner issues.

The majority of calls in 2003/2004 were from women seeking information about training for nontraditional occupations. The most frequent requests for information about the law concerned pregnancy discrimination, followed by sex discrimination in general and sexual harassment.

The PCSW mailed out 374 educational publications in response to telephone inquiries.

budget

July 1, 2003 to June 30, 2004

Agency Budget

FY 2003 - 04

Personal Services	448,120
Other Expenses & Equipment	62,874
Agency Total	510,994

Other Income

Contributions 2003-04

Nontraditional Employment for Women (NEW) Program	
CT Department of Labor	29,760
Capital Region Workforce Development Board	38,966
Total - NEW Program	68,726
Women in the Trades and Nontraditional Occupations Conference	25,318
Women Entrepreneurs' Day	1,500
Total Other Income	95,544

supporters

We are grateful to these state agencies, corporations and individuals whose donations made it possible to conduct PCSW projects and programs.

Building Council of New Haven
Capital Workforce Partners
Connecticut Carpenters
Carpenters Local 24, JATC
Commission on Fire Prevention and Control
Department of Administrative Services
Connecticut Department of Correction
Connecticut Department of Environmental Protection
Connecticut Department of Labor
Connecticut Department of Transportation
Connecticut State Capitol Police
Connecticut State Police
Connecticut Light & Power
Connecticut State University System in Hartford
Foundation for Connecticut Women
General Dynamics Electric Boat
Joint Apprenticeship Training Directors Committee of Connecticut
Konover & Associates

National Association of Women in Construction (Norwich-New London Chapter 291)
New England Laborers Training Trust Fund
N.E.C.A. & I.B.E.W. Local 90, 35 and 488, JATC
Norwalk Community College
O & G Industries
Operating Engineers Local 478 JATC
Plumbers & Pipefitters Local 777 JATC
Purdue Pharma
Regional Workforce Development Board of Greater New Haven
Sheet Metal Workers' Local 40 JATC
Sovereign Bank
Stamford Government Center
Star Construction
Tilcon Connecticut, Inc.
Trinity College
U.S. Small Business Administration
U.S. Department of Labor – Office of Federal Contract Compliance Programs
University of Connecticut at Storrs
Western Connecticut State University
Woman Magazine
Yale School of Medicine

Permanent Commission on the Status of Women

Staff Members

Leslie J. Brett, Executive Director
Susan H. Hoover, Special Projects Director
Barbara Potopowitz, Public Information Officer
Natasha M. Pierre, Associate Legislative Analyst
Rosemary Lopez, Secretary to the Executive Director
Lillie Wright, Senior Administrative Assistant
Nontraditional Employment for Women (NEW) Program Staff
Jacquelyn Slamon, Program Coordinator
Doreen Fredette, Program Assistant

Interns

Summer 2003

Melissa Buccilli	University of Connecticut
Katherine Hamer	Marist College
Jinny Klimas	University of Connecticut
Vicki Nousias	Trinity College Graduate Studies Program

Fall 2003

Brandie Guild	University of Connecticut School of Social Work
Fatima Quarishi	University of Connecticut
Kirsten Rigney	Volunteer, Woodstock, CT
Alexis Trimble	University of Connecticut School of Social Work

Spring 2004

Nikki Cruz	Trinity College
Nicole Graf	University of Connecticut
Ekaterina Schere	Volunteer, West Hartford, CT

Summer 2004

Brenna Barrilari	University of Connecticut
Laura Beaver	Bentley College
Elizabeth Malerba	Allegheny College
Robin Miller	Wellesley College
Taylor Woods	University of Connecticut

pcsw



Connecticut General Assembly
Permanent Commission on the Status of Women

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